

Gercaine Charles

Director of Talent Acquisition, EMEA at Medtronic

Gercaine Charles joined Medtronic in 2009 and has since been intimately associated with key positions. Starting off his journey at Medtronic as a Recruitment Associate, he now serves as the Director of Talent Acquisition. As Senior Talent Acquisition Specialist, his primary roles included designing and implementing Recruitment Process Outsourcing within the EMEA Headquarters, and harmonizing Talent Acquisition within the region. Now as director, his responsibilities have only expanded.

Before starting his career at Medtronic, Charles had also worked for Hewitt Associates as a Recruitment Consultant, where he had successfully implemented and overseen recruiting procedures. Having been extensively associated with academic circles in both Canada and France, all these achievements come on the back of a solid educational foundation.

Mr. Charles undertook his bachelors at Université de Montréal, majoring in Biology. After finishing his first bachelor's degree in 1999, he quickly moved on to higher academic pursuits; including procuring a management degree and a bachelor's in Industrial Relations from the same institute. In 2006, he obtained a master's degree in Business Administration from Université Jean Moulin (Lyon III).

Establishing and implementing the new Talent Acquisition Service Delivery Model across EMEA, including the Recruitment Process Outsourcing (RPO) with Alexander Mann Solutions (AMS), in October 2015, he renewed and revamped the current in-place methodologies and protocols surrounding talent management and procurement.

Along with all this, he has also led and managed MBA Summer Internship Program at Medtronic and coordinated regional GPTW Employee Engagement Survey. Not being grounded in Canada alone, he has also managed TA teams responsible for Dutch and Belgium Organizations.